



**MINUTES OF A MEETING OF THE CAMBRIDGESHIRE POLICE AND CRIME PANEL
HELD AT HUNTINGDON DISTRICT COUNCIL
ON 20 MARCH 2019**

Members Present: E Leigh (Chairperson), Councillors D Connor, M Shellens, C Hogg, R Brown, C Daunton, J Palmer, A Sharp and A Ali.

Officers Present: Jane Webb Secretariat, Peterborough City Council
Fiona McMillan Monitoring Officer, Peterborough City Council

Others Present: Jason Ablewhite Cambridgeshire Police and Crime Commissioner
Dr Dorothy Gregson Chief Executive, Office of the Police and Crime Commissioner
Matthew Warren Acting Chief Finance Officer, Office of the Police and Crime Commissioner

1. Apologies for Absence

Apologies for absence were received from Claire George and Councillors D Oliver, N Massey and Councillor S Tierney.

2. Declarations of Interest

There were none.

3. Minutes of the Panel meeting held on 20 January 2019.

The minutes of the Panel meeting held on 20 January 2019 were agreed as an accurate record.

Fire Governance – The Commissioner stated that a Judicial Review date had now been set for 2nd June 2019.

4. Public Questions/Statements

No public questions or statements were received.

5. Review of Complaints

None had been received.

6. Monitoring The Delivery Of The Police And Crime Commissioner's Police And Crime Plan - Transformation Theme

The Panel received a report to update them on the delivery of the Transformation theme within the Police and Crime Commissioner's (the "Commissioner") Police and Crime Plan (the "Plan").

The Panel made comment, asked questions and received responses from the Commissioner with regard to the Report, these included:

- a) Members asked how the Force would measure any success within the transformation theme and how would these be used to tweak any necessary changes and in turn, how would these changes be measured? The Commissioner explained that the Business Coordination Board, which holds the Chief Constable to account, was now held monthly; the reports to this Board include detailed performance information which was also in the public domain. The new Chief Constable had reviewed the Transformation agenda, was understanding and supportive of it and measured performance of this by going out and listening to his officers. The Commissioner stated that he was impressed with the Chief Constable and by the way he interacted with his staff; he has brought back ideas and tweaked the model after speaking to his officers which meant the staff were driving the change and he had developed his own plans that directed into the four themes.
- b) Members asked how the 50 additional officers would be implemented. The Commissioner explained that there would be 3 to 4 intakes of between 10 and 15 new recruits a year; the last two cohorts had 31 and 26 recruits. Once graduated, recruits needed to shadow an experienced officer on shift which created logistical challenges; it can take up to two years before a recruit ends their probation period.
- c) Members stated there were 80 PCSOs to cover neighbourhood policing, yet Cambridgeshire was growing, did the Commissioner envisage this increasing because of the new townships or getting thinner? The Commissioner stated that of the 50 new officers, he envisaged these going into community based roles, those of PCSOs. There were two ideas; new PSCOs in new community based roles or where the most impact where highest levels of demands and criminality and then bolster up more rural or putting the additional PCs in the local community teams but looking holistically overall; community policing was about 10% of all policing.
- d) Members asked if the Commissioner was happy with the amount of funding he gave to the Community Safety Partnerships to which he responded that he was happy with the level of funding that was given, adding that some districts did not carry out their obligatory statutory duties. The Commissioner added that Fenland were open to new ideas and Peterborough used £760k from their enforcement team.
- e) Members asked how the Commissioner was dealing with the pension deficit and the extra insurance costs. The Commissioner explained that the precept increase would help with this and that they were still awaiting clarity from the government as to if and how much monies may be absorbed by the government therefore the OPCC needed to budget, if it transpires there are added monies then the OPCC will have more funds going forward.
- f) The Commissioner explained it was a very rigorous application process to become a police officer and those that unfortunately missed one module often repeated again with the next cohort.
- g) The Commissioner stated that the ground work was progressing with regard to self-insuring, this would redirect savings of between £2 and £2.2million but the benefits of this would not be realised for another 3 or 4 years yet.
- h) Members enquired about the problems around Athena and the knock on effects to the HR Collaboration. The Commissioner explained that the problems with Athena had now settled down, officers had found the system very frustrating and it had been for these reasons that Cambridgeshire had deliberately delayed the implementation of the system; unfortunately Athena had been inherited and although Officers had not been impressed they were resilient, intelligent and had become more productive with Athena. This has had a knock on effect on

overtime (£1/2 million); if an officer makes an arrest late on, it has to be the same user that completes the file. The Commissioner stated that the sharing of information has been extremely beneficial and some major organised crime has been cracked and the Force was still within budget.

- i) The Commissioner stated that under “Assets Count” the Force had offered the use of their buildings to Cambridgeshire County Council at no cost in order to help bring together shared services.

ACTION

Following discussions the Panel **AGREED** to note the report.

The Commissioner agreed to circulate the current Force Management Statement to the Panel.

7. Police and Crime Plan Variation

The Panel received a report to notify them of the Cambridgeshire Police and Crime Commissioner’s (the “Commissioner”) variation to the Police and Crime Plan (the “Plan”).

Responses by the Commissioner to questions and comments from the Panel included:

- a) Members asked if the Commissioner was content with the Strategy of new Communities to which the Commissioner responded stating there was a need for social investment rather than infrastructure therefore local planning authorities should agree with developers to utilise community officers which in turn would bring developments together.
- b) Members commented that a £1k shortfall on each new house was extremely high when 60,000 houses were being built. The Commissioner explained this figure came from a study undertaken in Milton Keynes; this would be circulated to Members.

ACTION

Following discussions the Panel **AGREED** to **APPROVE** the Variation to the Plan

The Panel **AGREED** to Note that the Commissioner will submit a further variation to the Plan to the June Panel meeting. This variation will be the ‘Appendix – Medium Term Financial; Plan’

The Commissioner agreed to circulate a link to the Milton Keynes study on the public cost of new homes to the Panel.

8. Decisions By the Commissioner

The Panel received a report to enable it to review or scrutinise decisions taken by the Police and Crime Commissioner under Section 28 of the Police Reform and Social Responsibility Act 2011. The Panel was recommended to indicate whether it would wish to further review and scrutinise the decisions taken by the Police and Crime Commissioner taken since the previous Panel meeting.

CAMBRIDGESHIRE SOUTHERN POLICE STATION – *previously referred to as Parkside Custody Replacement Project*

Responses by the Commissioner to questions and comments from the Panel included:

- a) The Commissioner stated that the new location would be made public once purdah and elections were over. The Commissioner explained there would be a joint engagement strategy with the leader of South Cambs for a big reveal.
- b) The Commissioner explained this was a dead piece of land and he had been adamant that he would be accept less than what had been paid for it.

ACTION

The Panel **NOTED** the report and decisions that had been made by the Commissioner.

At this point the Police and Crime Commissioner and officers left the meeting.

9. Meeting Dates and Agenda Plan 2019-2020

The Panel received and noted the agenda plan including dates and times for future meetings.

The Panel **AGREED** to renew the Frontline subscription for the next financial year.

| ITEM | ACTION |
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| Review of Complaints | Following discussions the Panel AGREED to note the report. |
| Monitoring the Delivery of the Police and Crime Commissioner's Police and Crime Plan – Transformation Theme | Following discussions the Panel AGREED to note the report. <i>The Commissioner agreed to circulate the current Force Management Statement to the Panel.</i> |
| Police and Crime Variation | Following discussions the Panel AGREED to APPROVE the Variation to the Plan The Panel AGREED to Note that the Commissioner will submit a further variation to the Plan to the June Panel meeting. This variation will be the 'Appendix – Medium Term Financial; Plan' <i>The Commissioner agreed to circulate a link to the Milton Keynes study on the public cost of new homes to the Panel.</i> |
| Complaints Reform – Police and Crime Commissioner's Role | Following discussions the Panel AGREED to note the report. |
| Decisions By the Commissioner | The Panel AGREED to note the report and decisions that had been made by the Commissioner. |
| Meeting Dates and Agenda Plan 2019-2020 | The Panel NOTED the forthcoming meeting dates. The Panel AGREED to renew the Frontline subscription for the next financial year. |

CHAIRPERSON
The meeting ended at 3:50pm